



**Careers Education,
Information, Advice
and Guidance Policy
(CEIAG)**

Inspiring Careers education and guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. A planned progressive programme of activities supports them in choosing 14 – 19 pathways that suit their interests and abilities and help them to follow their chosen career path and sustain employability throughout their working lives.

North Chadderton School is committed to providing our students with a programme of careers education, information, advice and guidance (CEIAG) for all students in Years 7 – 13.

North Chadderton School will follow the DFE statutory guidance “Careers guidance and inspiration in schools” March 2015.

North Chadderton School will work towards achieving the Inspiring IAG award which recognises the high quality provision of CEIAG in the school.

Aims:

- To prepare students for life in modern Britain
- to contribute to strategies for raising achievement, especially by increasing motivation
- to support students to be fully rounded and ready for the world of work
- to support inclusion, challenge stereotyping and promote equality of opportunity
- to encourage participation in continued learning including higher education and further education
- to develop enterprise and employment skills
- to contribute to the economic prosperity of individuals and communities
- to meet the needs of all our students through appropriate differentiation
- to focus students on their future aspirations
- to involve parents and carers

Roles, Responsibilities and Accountability

Mrs Gillian Hindle, Senior Director of Business and HR and SLT link for Careers

Mrs Julie Sutcliffe, Curriculum Leader of Careers

Mr James Stirton, Curriculum Leader for SMSC

Mrs Adelle Greenwood, Director of Post 16 and Wider School Partnerships

Ms Rahela Begum Careers Adviser, Positive Steps (providing independent and impartial advice)

Implementation of Careers Education, Information, Advice and Guidance

CEIAG will be delivered through:

- SMSC in Years 7 – 11
- A service level agreement and delivery plan agreed with independent and impartial careers providers
- Exposure to a range of professionals from varying occupations
- Annual Fairs
- Business Partnerships
- Visits and off site experiences
- A Careers Library and office
- Work Experience (Sixth Form)
- Leadership programmes
- The school web site and VLE

Equality and Diversity

CEIAG is provided for all students and gives access to a wide careers curriculum. Students are encouraged to follow career paths that suit their interests, skills and strengths with the absence of stereotypes. All students are provided with the same opportunities and diversity is celebrated. Students will be provided with information on financial support to help them remain in education post 16 and post 18.

Targeted Support for Vulnerable and Disadvantaged Students

The school will target support and work closely with a range of appropriate agencies to identify students who are at risk of not participating post 16.

Identified students will be referred for intensive support from a range of education and training support providers.

Parents and Carers

Parental involvement is encouraged at all stages. Online resources have been specifically chosen to help parents become more involved. All online resources are easily accessed through the links on the school website. Parents are kept up to date with careers related information through letters, newsletters and at open evenings. Parents are welcome at careers interviews and where necessary are invited to attend.

Partnerships

Key to the success of our policy is strong partnerships and the building of strong links with employers; they play a vital part in boosting students attitude and employability

skills. The school will develop a range of partnerships with Business, Training, HE and FE providers.

Resources

Funding is allocated in the annual budget. The Curriculum Leader is responsible for the effective deployment of resources.

Staff Development

Staff training needs are identified as part of the Appraisal Process, the Partnership Agreement process and during regular planning meetings of the CEIAG Team.

Funding is accessed through the school CPD budget and Positive Steps. The school will endeavour to meet training needs within a reasonable period of time.

Monitoring Review and Evaluation

The effectiveness of the careers programme will be measured by student and parent voice, the attainment of students and their post 16 and post 18 destinations

Careers Education is monitored and evaluated annually via the school accountability structure.

A link Governor monitors the effectiveness of CEIAG provision via termly meetings with the SLT link.

The Headteacher will report termly on the provision of CEIAG through the Headteacher report to Governors.

Impartial and independent Careers Guidance will be monitored and evaluated annually through discussion with key staff and pupils. The Partnership Agreement with Positive Steps is reviewed annually.